

TENURE TRACK – RESEARCH SCHOLAR PATH

Promotion from Assistant Professor to Associate Professor with Tenure

The candidate will be expected to contribute positively to the overall quality of the School of Medicine, maintain his/her contributions over the course of his/her career and exhibit professionalism. Candidates will be expected to continue life-long learning in their area of expertise. Successful candidates will demonstrate excellence in research, teaching, and service. Examples of how excellence can be documented are included in the table below. Successful candidates may demonstrate some or all of these. Overall evaluation will take into consideration percent effort dedicated to each of these missions, as defined by the letter of appointment and modified and agreed to in annual faculty evaluations.

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Faculty Title	Assistant Professor	Associate Professor	Professor
Degree requirements	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)

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Faculty Title	Assistant Professor	Associate Professor	Professor
<p>Research, scholarship and/or creative work</p> <p>For all research and scholarship, results must:</p> <ul style="list-style-type: none"> • Be peer-reviewed • Be widely disseminated in appropriate forums • Lead to advances in knowledge in that area 	<p>Capable of launching an independent research program that will bring distinction to the MU School of Medicine.</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • carry out independent and original research that makes a significant contribution to new knowledge • be recognized by peers at the national level for the quality and creativity of his/her research • have received sufficient peer-reviewed external funding for ongoing research from organizations such as the VA, NIH, NSF, and other scientific organizations as to provide evidence that funding is sustainable <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ significant and continuous publications as primary or senior author on work conducted while on faculty at MU in peer-reviewed journals with high editorial standards ○ substantial peer-reviewed external funding from national agencies such as the VA, NIH, NSF, and other scientific organizations 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • earn national and/or international recognition as a leading authority in his/her field. • have continued excellence in independent and original research • demonstrate excellence in scholarship <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ continuous renewal of substantial peer-reviewed external funding from national agencies such as the VA, NIH, NSF, and other scientific organizations. ○ significant and continuous publication record as primary or senior author on work conducted while on faculty at MU in peer-reviewed journals with high editorial standards ○ collaborative research leading to peer-reviewed publications and peer-reviewed external funding ○ national/international recognition for research, as evidenced by the following contributions: <ul style="list-style-type: none"> • invited reviews/book chapters • frequent invited presentations of research (symposia, seminars) • appointment to editorial boards or as editor, co-editor, associate editor of scientific journals or books • evidence of research commercialization (e.g., licensing, patents, etc) • appointments or receipt of awards that require evaluation of professional competence • evidence of leadership in field of research and significant scientific impact of work

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Faculty Title	Assistant Professor	Associate Professor	Professor
<p>Teaching, advising, and serving as a mentor and role model</p>	<p>Capable of making significant independent contributions to the ongoing teaching mission of the MU SOM</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • serve as a mentor and role model to learners (medical students, graduate students, postdoctoral fellows, residents and/or fellows). • have a teaching role in courses within the SOM, including department-based courses. Maintain a high level of effectiveness, with a record of courses taught over several years, the number of students and level of subject matter. <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ positive student and peer/ senior faculty evaluations ○ positive annual departmental evaluations ○ membership on the graduate and/or doctoral faculty ○ graduate student advising/ mentorship ○ membership on graduate student dissertation committees ○ participation in PBL/IPC blocks as a lecturer, tutor or block leader ○ graduate course participant ○ publications related to teaching, course development or display of initiative in enriching departmental teaching, including computer based learning and web-based education ○ participation in CME as teachers 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • continue to serve as a mentor and role model to learners (medical students, graduate students, postdoctoral fellows, residents and/or fellows). • have a central teaching role in courses within the SOM and/or department-based courses. The candidate will maintain a high level of effectiveness, with a record of courses taught over several years, the number of students and level of subject matter. <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ positive student and peer/ senior faculty evaluations which generally exceed the departmental average ○ positive annual departmental evaluations ○ membership on the graduate and/or doctoral faculty ○ graduate student advising/ mentorship ○ membership on graduate student dissertation committees ○ expanded role in PBL/IPC block as a lecturer, tutor or block leader ○ graduate course director ○ publications related to teaching, course development or display of initiative in enriching departmental teaching, including computer based learning and web-based education ○ participation in CME as teachers

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Faculty Title	Assistant Professor	Associate Professor	Professor
<p>Service</p> <ul style="list-style-type: none"> • other than clinical • clinical 	<p>Capable of making significant independent contributions to the ongoing administrative missions of the SOM.</p> <p>Excellence in clinical service when relevant</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • contribute to the department or School of Medicine in such areas as internal governance. <p>Excellence can be demonstrated by:</p> <ul style="list-style-type: none"> ○ participation on Departmental, School of Medicine or University committees ○ evidence of national recognition (invitations to review manuscripts, grant applications; society committee membership; organization of symposia) ○ membership/participation in professional societies, scientific organizations <p>Excellence in clinical service when relevant</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • contribute to the department, the School of Medicine, MU and nationally/internationally in their field. <p>Excellence can be demonstrated by:</p> <ul style="list-style-type: none"> ○ departmental service as well as School of Medicine or Institutional committee service ○ service on grant review panels as an ad hoc member ○ appointment to grant review panels (regular member) ○ state, regional, national or international committees or elected office/ appointment in professional societies and/or scientific organizations ○ appointment to editorial boards <p>Excellence in clinical service when relevant</p>